

AA PILOTS FOR ALPA

Contract Negotiations under ALPA: “Section Six” under the Railway Labor Act (RLA)

The One Minute Summary:

- ALPA Contracts aren't considered solely on a Section 6 by Section 6 basis – there is an ONGOING EFFORT to defend and improve *all* ALPA member's contracts.
- ALPA's National Bargaining Committee consists of members representing all segments of the industry. This committee considers national (and international) industry trends and plots an ALPA-wide strategy to address each of them individually.
- ALPA member airlines share bargaining progress information internally with each other to assist those ALPA airlines initiating Section 6 negotiations, providing information on contractual items/areas seeing progress, and those areas running into difficulty.
- Contract timing is considered—ALPA attempts to arrange amendable dates, allowing stronger airlines to bargain earlier. This sets a higher bar for ALPA carriers in a weaker position.
- ALPA uses their vast public relations, political action, and regulatory resources to continuously advance its contractual objectives.
- ALPA bargaining efforts tend to be more *episodic* – focusing on each Section 6 (or bankruptcy) negotiation as a separate, isolated effort. Institutional long-term planning historically tends to get lost or forgotten amongst the turnover of representatives at independent unions.

Want to know more? [More detail below!](#)

ALPA has unmatched experience and extensive resources for the LONG-TERM planning required for successful Section 6 negotiations

- Section 6 Negotiations Plans are developed well in advance before initiating formal negotiations. Representatives from numerous ALPA departments including Communications, Representation, Retirement and Benefits, Economics & Financial Analysis (E&FA), and others meet with the Negotiating Committee, Officers, and MEC to develop a comprehensive plan to manage the entire spectrum of negotiations.
- These representatives are highly experienced in the nuances of Section 6 negotiations and provide support at multiple airlines simultaneously. This extensive multi-airline negotiating experience is priceless and difficult to obtain from a standalone union.
- Negotiating plans are adjusted individually based on continuously changing conditions.
- ALPA possesses very talented staff and pilot volunteers with experience planning and executing Section 6 negotiations; however, ALPA's far more impressive results using their experience for decades, cannot be denied.

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ALPA possesses unmatched experience and resources for the ONGOING support required for successful contract negotiations.

- Representatives from ALPA's E&FA, Representation, Retirement & Benefits, and Communications departments are present at bargaining tables of multiple airlines simultaneously. They are privy to the most intimate details of an airline's business plan and counted among the best informed in their area of expertise in the industry. Although this knowledge is often protected by nondisclosure agreements, these experts are a huge asset to airlines in negotiations.
- ALPA's representation of numerous airlines affords it with an enormous surge capacity when needed. In short order, ALPA can muster substantial resources to support emergent or time critical issues – well beyond the capability of a single airline union.

ALPA knows how CLOSE a deal.

- Closing a deal requires knowing WHEN and HOW to apply pressure to the parties to close the deal. No airline union has more experience in this than ALPA...worldwide.
- Coordinating *progress* at the Negotiating Table with *action* from the Pilots requires timing and finesse. More complicated than simply getting constituent pilots ready for action, an effective union must orchestrate effective action at the *right* time to best support negotiations. ALPA knows how to do this.
- Often a source of frustration to Labor, the RLA and NMB *can* be leveraged to apply pressure on an airline to close a deal. Successfully doing this requires subtlety and a long-term strategy. ALPA has the historical knowledge, finesse, and industry/political contacts to get this done.

ALPA knows when to throw the BS Flag.

- ALPA staff do not work for an individual airline – they work for the national Union. Their job is not on the line when interacting with a member airline, and they are more likely to deliver honest advice and feedback than outside counsel at an independent union.

The key takeaway

ALPA is making industry-level decisions today affecting not just ALPA pilots, but also the pilots of APA, by default. Unfortunately, as members of an independent union, we have no inputs on those decisions impacting us. It is time we do.